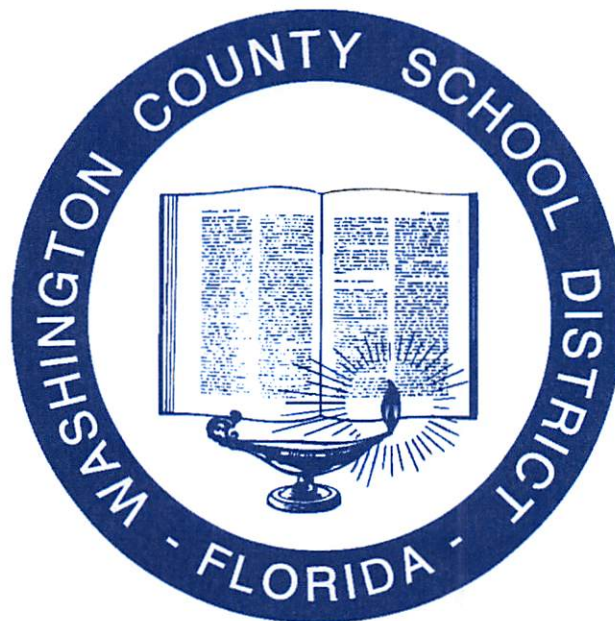


Washington County School District

**652 Third Street
Chipley, FL 32428**

**H. Joseph Taylor
Superintendent of Schools**

2018-19 Salary Schedule



An Equal Opportunity Agency

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ADMINISTRATIVE PERSONNEL

Based on 250 days

In Position in Washington County	Pay		Title
		ABS0x	Coordinator of Technical Services
Year 1	69,405	ABS01	(Effective July 1, 2018-January 14, 2019)
Year 2	70,471	ABS02	
Year 3	71,537	ABS03	
		ABS1x	High School Assistant Principal
Year 1	70,779	ABS11	
Year 2	71,845	ABS12	
Year 3	72,911	ABS13	
		ABS4x	Elementary Principal Middle School Principal Director of Administrative Services Director of Curriculum & Instruction Director of Exceptional Student Education & Federal Programs Director of Assessments and Accountability Director of Finance Director of Maintenance / Facilities & Operations/Transportation District Safety Specialist
Year 1	79,449	ABS41	Director of Technology - (Effective January 15, 2019)
Year 2	80,515	ABS42	Director of Career Education
Year 3	81,581	ABS43	Okeechobee Youth Development Center Principal
		ABS5x	High School Principals
Year 1	83,467	ABS51	
Year 2	84,533	ABS52	
Year 3	85,599	ABS53	
		ABS6x	Deputy Superintendent (Inactive)
Year 1	85,163	ABS61	
Year 2	86,229	ABS62	
Year 3	87,295	ABS63	

Administrator employed on or before 07/01/06 will be placed on Year 3.

Administrator employed after 07/01/06 will begin at Year 1.

Administrative Personnel - Assistant Director - FPTC

Based on 250 / 7½ hour days

In Position in Washington County	Pay		Title
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		ABS7x	Assistant Director - FPTC
Year 1	69,848	ABS71	
Year 2	70,883	ABS72	
Year 3	71,918	ABS73	

SUG26	Assistant Director - FPTC supplement - \$3,540.		
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Administrative Personnel - Elementary / Middle Assistant Principals Based on 196 / 7½ hour days

Elementary Assistant Principals and Middle School Assistant Principal (Roulhac Middle Only) will be paid according to their appropriate place on the Instructional Personnel salary schedule (page 5).

Vernon Middle Assistant Principal and WAVE Teacher on Special Assignment will be paid according to their appropriate placement on the Support Schedule salary schedule (Page 12).

Placement on the salary schedule shall be determined by the number of years of teaching experience.

Up to four (4) years military service will be given for placement upon verification with DD-214.

No credit for experience shall be given for years in which a retirement benefit is being received or for years of participation in DROP.

SUG25	Elementary and Middle School Assistant Principals will be paid according to their appropriate place on the Instructional Personnel salary schedule plus a supplement of \$2,775 plus 40 days. (Salary + 2,775) x 40 / 196.
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**School Psychologists
and Mental Health Professionals
Based on 250 / 7½ hour days**

Years	Rank III IBG	Rank II IMG	Rank IA ISG
0	44,980	46,300	47,620
1	45,026	47,335	48,656
2	45,133	48,432	49,753
3	46,526	50,486	51,806
4	47,846	51,806	53,126
5	49,166	53,126	54,446
6	50,486	54,446	55,767
7	51,806	55,767	57,087
8	53,126	57,087	58,407
9	54,446	58,407	59,727
10	55,767	59,727	61,047
11	57,087	61,047	62,367
12	58,407	62,367	63,688
13	59,727	63,688	65,008
14	61,047	65,008	66,328
15	62,367	66,328	67,648
16	63,688	67,648	68,968
17	64,348	68,309	69,629
18	65,009	68,969	70,290
19	65,670	69,630	70,950
20	66,330	70,291	71,611
21	66,966	70,926	72,246
22	67,601	71,561	72,881
23	68,236	72,196	73,517
24	68,871	72,832	74,152
25+	69,506	73,467	74,787

Placement on the salary schedule shall be determined by the number of years of teaching and work experience as follows:

A. School Psychologist: Placement on 250 day Salary Schedule by number of years experience plus supplement

B. Mental Health Professional: Placement on 250 day Salary Schedule by number of years experience plus supplement

No credit for experience shall be given for years in which a retirement benefit is being received or for years of participation in DROP.

INSTRUCTIONAL PERSONNEL

Based on 196 / 7½ hour days

Years	Bachelor
0	35,305
1	35,461
2	35,617
3	35,773
4	35,929
5	36,084
6	37,119
7	38,154
8	39,189
9	40,224
10	41,259
11	42,294
12	43,329
13	44,364
14	45,399
15	46,434
16	47,469
17	48,504
18	49,539
19	50,057
20	50,575
21	51,093
22	51,611
23	52,109
24	52,607
25+	53,105

[illegible]

Placement on the salary schedule shall be determined by the number of years of teaching and work experience as follows:

- A. Valid documented work experience up to five (5) years will be granted to vocational instructors.
- B. Up to four (4) years military service will be given for placement upon verification with DD-214.
- C. Athletic Director (High Schools): Placement on 196 day Instructional Personnel Salary Schedule by number of years experience converted to 250 days plus applicable supplement(s).

No credit for experience shall be given for years in which a retirement benefit is being received or for years of participation in DROP.

R.O.T.C Instructor

Calculation from Department of the Army or the Washington County School Board Salary Schedule whichever is greater.

Occupational Therapist	Annual Salary - \$50,420	for 196 days
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Panhandle Area Educational Consortium
2018-19 Performance Pay Salary Schedule
Point Factor Analysis
7 1/2 hours, 250 days



Washington County School Board, District of Record
Salary Schedule
EFFECTIVE July 1, 2018

BOD approved: 6/8/17 WCSB approved: 6/29/17

Point Range	Performance Level	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1300-UP	1	PAEC Executive Director salary is set at \$1,000 less than the salary of the Superintendent of Liberty County School District as published for the current year in the Finalized Salaries of Elected County Constitutional Officers and School District Officials, pursuant to the salary formula in Chapter 145, Florida Statutes. (Approved by the PAEC BOD: May 19, 2011)															
1100-1299	2	\$67,301	\$68,772	\$70,242	\$71,713	\$73,186	\$74,656	\$76,127	\$77,597	\$79,070	\$80,539	\$82,010	\$83,483	\$84,954	\$86,425	\$87,893	\$89,366
1040-1099	3	\$60,679	\$62,152	\$63,623	\$65,092	\$66,563	\$68,036	\$69,507	\$70,977	\$72,447	\$73,920	\$75,391	\$76,860	\$78,333	\$79,805	\$81,275	\$82,745
940-1039	4	\$57,371	\$58,843	\$60,313	\$61,785	\$63,255	\$64,726	\$66,198	\$67,669	\$69,139	\$70,611	\$72,081	\$73,553	\$75,025	\$76,495	\$77,967	\$79,438
850-939	5	\$55,164	\$56,637	\$58,106	\$59,577	\$61,049	\$62,520	\$63,992	\$65,461	\$66,933	\$68,404	\$69,875	\$71,347	\$72,818	\$74,288	\$75,759	\$77,231
780-849	6	\$52,407	\$53,893	\$55,371	\$56,843	\$58,313	\$59,785	\$61,255	\$62,726	\$64,198	\$65,669	\$67,139	\$68,611	\$70,081	\$71,553	\$73,025	\$74,495
740-779	7	\$47,992	\$49,279	\$50,568	\$51,855	\$53,141	\$54,429	\$55,715	\$57,004	\$58,290	\$59,577	\$60,864	\$62,153	\$63,439	\$64,726	\$66,014	\$67,301
700-739	8	\$43,580	\$44,868	\$46,153	\$47,442	\$48,728	\$50,015	\$51,302	\$52,590	\$53,876	\$55,164	\$56,452	\$57,738	\$59,026	\$60,313	\$61,600	\$62,887
650-699	9	\$30,892	\$31,995	\$33,097	\$34,202	\$35,305	\$36,408	\$37,512	\$38,614	\$39,718	\$40,822	\$41,925	\$43,029	\$44,130	\$45,235	\$46,338	\$47,442
600-649	10	\$28,684	\$29,569	\$30,451	\$31,333	\$32,217	\$33,098	\$33,982	\$34,864	\$35,746	\$36,630	\$37,513	\$38,395	\$39,277	\$40,158	\$41,041	\$41,925
550-599	11	\$26,480	\$27,362	\$28,245	\$29,126	\$30,008	\$30,893	\$31,775	\$32,658	\$33,541	\$34,422	\$35,306	\$36,189	\$37,072	\$37,952	\$38,834	\$39,718
500-549	12	\$24,274	\$25,155	\$26,039	\$26,920	\$27,803	\$28,684	\$29,569	\$30,451	\$31,333	\$32,217	\$33,098	\$33,982	\$34,864	\$35,745	\$36,629	\$37,512
450-499	13	\$22,067	\$22,950	\$23,831	\$24,713	\$25,597	\$26,479	\$27,362	\$28,245	\$29,126	\$30,008	\$30,893	\$31,775	\$32,658	\$33,541	\$34,421	\$35,305
400-449	14	\$20,410	\$21,184	\$21,956	\$22,730	\$23,500	\$24,274	\$25,045	\$25,817	\$26,590	\$27,363	\$28,134	\$28,907	\$29,680	\$30,451	\$31,223	\$31,996
350-399	15	\$19,861	\$20,521	\$21,183	\$21,844	\$22,506	\$23,169	\$23,831	\$24,493	\$25,155	\$25,816	\$26,479	\$27,139	\$27,803	\$28,465	\$29,126	\$29,789
300-349	16	\$15,006	\$15,447	\$15,888	\$16,330	\$16,771	\$17,213	\$17,652	\$18,095	\$18,536	\$18,976	\$19,420	\$19,861	\$20,300	\$20,742	\$21,183	\$21,624

Part-Time

Part-time Consultant I	daily rate - \$125.00 - \$180.00
Part-time Consultant II	daily rate - \$230.00
Part-time Administrative Consultant	daily rate - \$335.00
Part-time Resource Specialist I paid at Instructional hourly rate WCSB Salary Schedule	
Part-time Resource Specialist II	daily rate \$155.00
Other part-time rates paid according to WCSB Salary Schedule.	
Only retirement and social security benefits are paid on part-time staff.	

Special Projects:

Flow-through Grant Staff	Compensation and work schedule set by grantor
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¹In order to receive a level increase, a PAEC employee must comply with WCSB Policy 6.13(a) for contractual years of service.

²PAEC employees will be eligible for the same employer contribution for group health benefits as approved by WCSB for all employees. The employer contribution will be paid from PAEC generated funds.

³ The PAEC Performance-based Pay Schedule was established in compliance with the F.S. Section 1012.22(1)©, 4 [formerly Section 230.23(5)©, F.S.] by the PAEC Board of Directors on June 5, 2003 and approved annually thereafter for inclusion in the District of Record's Salary Schedule.

Panhandle Area Educational Consortium
Compensation Plan for 2018-2019
Effective July 1, 2018



<i>Point Range</i>	<i>Pay Grade</i>	<i>Scale Range</i>
1300-Up	<u>Pay Grade 1</u> Executive Director	PAEC Executive Director salary is set at \$1,000 less than the salary of the Superintendent of Liberty County School District as published for the current year in the Finalized Salaries of Elected County Constitutional Officers and School District Officials, pursuant to the salary formula in Chapter 145, Florida Statutes. (Approved by the PAEC BOD May 19, 2011)
1100-1299	<u>Pay Grade 2</u> Administrator of Business, Technology & Supplemental Services Administrator of Instructional Services Administrator of Research & Development Risk Manager	\$67,301-\$89,366
1040-1099	<u>Pay Grade 3</u> Program Coordinator	\$60,679-\$82,745
940-1039	<u>Pay Grade 4</u> Migrant Coordinator Gateway Coordinator Gateway Student Coordinator Consultant III	\$57,371-\$79,438
850-939	<u>Pay Grade 5</u> Business Operations & Human Resources Consultant Assistant Migrant Coordinator Assistant Risk Manager Consultant II Analyst II	\$55,164-\$77,231
780-849	<u>Pay Grade 6</u> Consultant I Safety and Facilities Specialist FEC Station Manager Resource Specialist III	\$52,407-\$71,713

Panhandle Area Educational Consortium
Compensation Plan for 2018-2019
Effective July 1, 2018



740-779	<u>Pay Grade 7</u>	\$47,992-\$67,301
	Resource Specialist II	
	Research Specialist II	
700-739	<u>Pay Grade 8</u>	\$43,580-\$62,887
	Fiscal Specialist	
	Analyst I	
	Network Manager	
	FEC Host/Producer	
	Television Production Manager	
	Marketing Manager	
	Technology Infrastructure Manager	
650-699	<u>Pay Grade 9</u>	\$30,892-\$47,442
	Resource Specialist I	
	Research Specialist I	
	FEC Producer/Editor	
600-649	<u>Pay Grade 10</u>	\$28,684-\$41,925
	Secretary to Executive Director	
	Copy Center Manager with Clearinghouse Duties	
	Program Assistant for Risk Management & Safety	
550-599	<u>Pay Grade 11</u>	\$26,480-\$39,718
	Program Assistant for Special Areas & Testing	
	Program Assistant for Business, Technology, & Supplemental Services	
	Program Assistant for Research/Development, Evaluation & Accountability	
	Program Assistant for Alternate Assessment	
	Program Assistant for Instructional Services	
	Program Assistant for Supplemental Services	
	Program Assistant for Migrant Education	
	FloridaLearns Clearinghouse Manager	
	Copy Center Manager	
500-549	<u>Pay Grade 12</u>	
	Migrant Recruiter III	\$24,274-\$37,512
	Bookkeeper III	
	Web Resource Technician	
	Graphics Design Technician	

Panhandle Area Educational Consortium
 Compensation Plan for 2018-2019
 Effective July 1, 2018



<i>Point Range</i>	<i>Pay Grade</i>	<i>Scale Range</i>
450-499	<u>Pay Grade 13</u>	\$22,067-\$35,305
	Secretary to Program Coordinator	
	Secretary to Dashboard Director & Gateway Student Coordinator	
	Migrant Recruiter II	
	Bookkeeper II	
	Media Programming Technician	
	Technical Assistant	
	Television Production Technician	
400-449	<u>Pay Grade 14</u>	\$20,410-\$31,996
	Secretary II	
	FloridaLearns Clearinghouse Clerk	
	Data Entry - Clerical	
	Bookkeeper I	
350-399	<u>Pay Grade 15</u>	\$19,861-\$29,789
	Secretary I	
	Migrant Recruiter I	
	Programming Secretary	
300-349	<u>Pay Grade 16</u>	\$15,006-\$21,624

Special Note:

Employees in Pay Grade 10 to 16 are hourly and are therefore subject to the provisions of the Fair Labor Standards Act.

Reference:

Section 1012.22(1)(c), F.S.: [formerly Section 230.23(5)(c), F.S.]

Washington County School Board, District of Record
Panhandle Area Educational Consortium
2018-2019 Performance Pay Salary Schedule
7 ½ hours, 250 days



Effective July 1, 2018

PAEC Performance-Based Pay Incentives 2018-19

1. **Performance Level Increment and Annual Percentage Increases** – Annual increases shall be based on effective performance as measured by the individual employee's Professional Development Plan and annual Performance Appraisal. The PAEC Board of Directors will determine annually at its October Board of Directors' meeting any annual percentage increases for all employees based on the recommendation of the PAEC Executive Director and available funds.
2. **Salary Supplement** – The Board of Directors has the authority to grant any additional supplement to any employee, which the Board deems necessary and appropriate within statutory authority and in conformance with applicable State Board of Education Rules and District of Record Policies.
3. **Additional Duties** – Unique and unusual assignments of significant additional responsibilities may be compensated with a supplement of up to \$1,200 when recommended by the Executive Director and approved by the Board of Directors. Such supplement may not exceed one year without written review and Board of Directors' approval.

Education Requirements and Advanced Degree Supplements

All certified employees shall hold a master's degree from an accredited college or university in their field of employment. This provision may be waived by the Board of Directors when unique circumstances or when other specialized training or experience is deemed to be in the best interest of PAEC. Advanced Degree Supplements shall be compensated as follows:

1. **Specialist** – Employees holding a Specialist Degree from an accredited college or university in their field of employment shall be awarded an annual supplement of \$1,100 after completion of at least one year of service to PAEC.
2. **Doctorate** – Employees holding a Doctorate Degree from an accredited college or university shall be awarded an annual supplement of \$2,200, not in addition to a Specialist supplement.
3. The Executive Director may participate in the Florida Association of District School Superintendents (FADSS), Chief Executive Officer/Leadership Development Program (CEO/LDP) program and receive recommended annual compensation for completion.

Special Note:

Employees in Pay Grade 10 to 16 are hourly and are therefore subject to the provisions of the Fair Labor Standards Act.

Reference:

Section 1012.22(1)(c), F.S.: [formerly Section 230.23(5)(c), F.S.]

INSTRUCTIONAL HOURLY RATE

Instructional Hourly Rate			
Rank	Status	Certified Hourly Rate	
II	T-1 (0-2 years experience)	14.88	IV198
	T-1 (3-15 years experience)	19.12	IV298
III	T-1 (0-2 years experience)	13.96	IV398
	T-1 (3-15 years experience)	16.74	IV498
No Rank	0-15 years experience	12.89	IV598

Valid documented work experience up to five(5) years will be granted to vocational instructors. Board Approved 09/09/02.

Substitute for Hourly Paid Personnel			
	Rank	Hourly Rate	
	IA	12.16	IV698
	III	8.49	IV798
	No Rank	Minimum Wage	NHR30

Special Duty
Special duty curriculum development projects and inservice activities beyond the normal school day or year, are to be paid at the rate of \$17.50 an hour, except where the participation is voluntary as provided by the teacher contract.

SUBSTITUTE TEACHERS

Rank		Rate Per Day
I	NST01	75.00
IA	NSTA1	75.00
II	NST02	75.00
III	NST03	75.00
No Rank	NST00	60.38

PARAPROFESSIONALS

Based on 190 / 7 Hour Days					
Years	Grade 12 NA0	College 1 NA1	College 2 NA2	College 3 NA3	College 4 NA4
0	14,773	15,513	15,913	16,266	16,638
1	15,069	15,810	16,207	16,563	16,936
2	15,366	16,103	16,502	16,859	17,234
3	15,661	16,400	16,800	17,155	17,527
4	15,959	16,696	17,096	17,448	17,824
5	16,253	16,992	17,391	17,748	18,121
6	16,551	17,288	17,688	18,042	18,416
7	16,847	17,583	17,984	18,339	18,709
8	17,281	18,018	18,416	18,769	19,148
9	17,574	18,313	18,711	19,066	19,439
10	17,873	18,611	19,007	19,363	19,734
11	18,167	18,906	19,304	19,663	20,030
12	18,464	19,202	19,601	19,954	20,328
13	18,757	19,495	19,896	20,253	20,625
14	19,053	19,794	20,190	20,549	20,919
15-19	19,349	20,088	20,487	20,840	21,217
20-24	19,521	20,433	21,005	21,532	22,078
25+	20,444	21,406	22,006	22,558	23,134

Based on 190 / 6 Hour Days						180/6 Hr Days
Years	Grade 12 N60	College 1 N61	College 2 N62	College 3 N63	College 4 N64	Grade 12 N6A
0	12,810	13,438	13,781	14,089	14,404	12,185
1	13,060	13,697	14,037	14,342	14,660	12,425
2	13,315	13,947	14,289	14,591	14,916	12,671
3	13,569	14,202	14,542	14,848	15,164	12,909
4	13,822	14,453	14,796	15,102	15,420	13,149
5	14,073	14,706	15,050	15,354	15,672	13,386
6	14,327	14,961	15,305	15,608	15,931	13,629
7	14,578	15,213	15,555	15,863	16,179	13,865
8	14,954	15,589	15,931	16,235	16,553	14,218
9	15,208	15,840	16,184	16,489	16,806	14,459
10	15,462	16,096	16,435	16,740	17,059	14,701
11	15,710	16,348	16,690	16,992	17,312	14,938
12	15,967	16,599	16,941	17,244	17,568	15,181
13	16,224	16,852	17,196	17,498	17,821	15,421
14	16,466	17,108	17,449	17,753	18,079	15,658
15-19	16,729	17,359	17,705	18,007	18,330	15,899
20-24	16,876	17,659	18,147	18,597	19,065	16,039
25+	17,670	18,490	19,003	19,477	19,968	16,791

Computer Lab Specialist	Paid on the 6-hour aide schedule plus multiple of 1.2 (196/190)
Media Lab Specialist	Paid on the 7-hour aide schedule plus multiple of 1.2 (196/190)
OPS Hourly Rate	Prevailing hourly minimum wage.

PARAPROFESSIONALS

Based on 190 / 4 Hour Days					
Years	Grade 12 NA5	College 1 NA6	College 2 NA7	College 3 NA8	College 4 NA9
0	8,655	9,068	9,303	9,509	9,724
1	8,826	9,237	9,471	9,679	9,895
2	8,996	9,409	9,639	9,844	10,064
3	9,164	9,579	9,811	10,016	10,233
4	9,334	9,746	9,981	10,184	10,404
5	9,502	9,917	10,149	10,353	10,571
6	9,675	10,085	10,319	10,523	10,744
7	9,838	10,253	10,488	10,695	10,909
8	10,089	10,500	10,734	10,940	11,155
9	10,255	10,673	10,905	11,109	11,329
10	10,429	10,839	11,076	11,278	11,499
11	10,596	11,010	11,243	11,447	11,666
12	10,768	11,179	11,413	11,617	11,838
13	10,935	11,349	11,578	11,784	12,004
14	11,105	11,517	11,751	11,955	12,175
15-19	11,271	11,684	11,916	12,125	12,342
20-24	11,362	11,861	12,179	12,471	12,773
25+	11,890	12,412	12,750	13,057	13,371

OPS Hourly Rate	Prevailing Hourly Minimum Wage
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SUPPORT PERSONNEL

Based on 250 / 7 hour days

Years	12 Month							190 Days	10 Month / 196 days	
	Level 1 NS1	Level 2 NS2	Level 3 NS3	Level 4 NS4	Level 5 NS5	Level 6 NS6	Level 7 NS7	Level 8 NE8	Level 6 NS8	Level 7 NS9
0	45,176	33,909	31,326	26,884	23,833	21,524	19,817	17,462	17,090	15,753
1	45,659	34,393	31,810	27,370	24,317	22,009	20,302	17,841	17,473	16,133
2	46,144	34,877	32,292	27,851	24,798	22,492	20,794	18,215	17,848	16,516
3	46,626	35,362	32,780	28,333	25,281	22,978	21,279	18,592	18,228	16,896
4	47,114	35,847	33,262	28,817	25,768	23,457	21,767	18,968	18,608	17,283
5	47,596	36,328	33,745	29,304	26,251	23,942	22,254	19,342	18,989	17,653
6	48,077	36,813	34,230	29,787	26,736	24,426	22,743	19,718	19,366	18,044
7	48,562	37,294	34,714	30,267	27,217	24,912	23,228	20,094	19,748	18,426
8	49,268	37,963	35,379	30,977	27,907	25,616	23,939	20,639	20,300	18,985
9	49,753	38,443	35,861	31,459	28,394	26,100	24,426	21,016	20,679	19,366
10	50,241	38,927	36,347	31,943	28,874	26,583	24,917	21,391	21,059	19,751
11	50,720	39,411	36,826	32,431	29,359	27,067	25,402	21,765	21,437	20,132
12	51,205	39,895	37,312	32,911	29,841	27,554	25,923	22,142	21,819	20,537
13	51,686	40,379	37,797	33,397	30,326	28,034	26,377	22,519	22,194	20,898
14	52,172	40,862	38,279	33,879	30,810	28,519	26,864	22,895	22,575	21,279
15-19	52,657	41,347	38,762	34,363	31,294	29,002	27,350	23,270	22,954	21,659
20-24	53,863	42,376	39,796	35,053	31,811	29,347	27,525	23,754	23,224	21,797
25+	58,466	46,129	43,135	37,874	34,194	31,324	29,130	24,894	24,774	23,053

OPS Hourly Rate	Prevailing Hourly Minimum Wage
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Level 1	Data Programmer/Analyst; Computer Network Administrator; Grants/Marketing Coordinator(FPTC)
Level 2	Payroll Specialist; Finance Specialist; Computer/Network Technician; Data Programmer/Analyst; Data Systems Analyst; Transportation Specialist; Assistant Payroll Specialist (Eff. December 11, 2018)
Level 3	Superintendent's Secretary; Computer/Network Technician; Data Programmer/Analyst; Data Systems Analyst; Financial Aid Officer; Assistant Payroll Specialist
Level 4	Media Coordinator (FPTC); Secretaries/Bookkeepers-(Depending on Level of Experience); Computer/Network Technician; Data Systems Analyst; Payroll Clerk; Finance/Insurance Clerk; Financial Aid Officer
Level 5	Media Center Secretary; Secretaries/Bookkeepers-(Depending on Level of Experience); Finance/Insurance Clerk; Financial Aid Officer
Level 6	Secretaries/Bookkeepers-(Depending on Level of Experience);
Level 7	Secretaries; Typist; File Clerks; Print Production Manager (FPTC)
Level 8	ESE Staffing Specialist

SUPPORT PERSONNEL

ABS32	Assistant Director of Finance	Annual salary	\$60,223	for 250 days.
ABS31	Coordinator of Finance for P.A.E.C.	Annual salary	\$60,086	for 250 days.

ABS36	Senior Data Systems Analyst	Annual salary	\$55,170	for 250 days.
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In Position in	Pay	Title
Year 1	60,547	WAVE and Vernon Middle Assistant Principal 250 Days/ 7 hour days
Year 2	61,613	
Year 3	62,679	

In Position in	Pay	Title
Year 1	68,518	Student Affairs Manager - Florida Panhandle Technical College 250 Days/7.5 hour days
Year 2	69,553	
Year 3	70,588	

In Position in	Pay	Title
Year 1	70,375	Business Director - Florida Panhandle Technical College 250 Days/7.5 hour days
Year 2	71,410	
Year 3	73,306	

MAINTENANCE PERSONNEL

Based on 250 / 7 hour days

Years	Foreman (Inactive) NMF	Skilled Trades NMS	Craftsman NMC	SFS/ Craftsman NMP
0	40,803	31,030	27,020	24,328
1	41,255	31,485	27,458	24,791
2	41,709	31,937	27,890	25,247
3	42,162	32,389	28,330	25,710
4	42,616	32,840	28,765	26,168
5	43,074	33,295	29,202	26,627
6	43,529	33,748	29,638	27,091
7	43,983	34,202	30,077	27,549
8	44,656	34,853	30,711	28,187
9	45,107	35,308	31,151	28,648
10	45,562	35,760	31,586	29,109
11	46,018	36,211	32,019	29,567
12	46,471	36,665	32,459	30,026
13	46,926	37,119	32,897	30,488
14	47,383	37,573	33,335	30,949
15-19	47,838	38,026	33,770	31,409
20-24	48,502	38,523	34,105	31,786
25+	50,814	40,332	35,692	33,258

Air Condition / Maintenance	NMA98	49,099
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OPS Hourly Rate	Prevailing Minimum Wage - up to \$10.00
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Maintenance Supervisor: Placement on Maintenance Personnel Salary Schedule by number of years experience plus Maintenance Supervisor supplement
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SCHOOL FOOD SERVICE PERSONNEL

185 Days

Years	Managers 7 Hr/Day NFM	7 Hr/Day NFS	6 Hr/Day NFC	5 Hr/Day NFD	4 Hr/Day NFP	3 Hr/Day NFB
0	14,119	13,866	11,958	10,047	8,136	6,228
1	14,502	14,242	12,277	10,319	8,353	6,389
2	14,884	14,615	12,601	10,579	8,566	6,549
3	15,267	14,991	12,920	10,849	8,781	6,711
4	15,655	15,371	13,247	11,124	8,998	6,875
5	16,035	15,744	13,564	11,384	9,211	7,034
6	16,420	16,121	13,890	11,655	9,428	7,193
7	16,802	16,497	14,212	11,928	9,640	7,358
8	17,290	16,976	14,623	12,270	9,914	7,561
9	17,673	17,351	14,944	12,531	10,129	7,723
10	18,056	17,727	15,265	12,801	10,346	7,883
11	18,440	18,103	15,588	13,076	10,561	8,043
12	18,825	18,480	15,913	13,348	10,773	8,208
13	19,205	18,855	16,233	13,607	10,987	8,367
14	19,592	19,234	16,559	13,914	11,205	8,528
15-19	19,977	19,611	16,879	14,152	11,418	8,691
20-24	20,320	19,948	17,167	14,389	11,613	8,834
25+	21,295	20,904	17,990	15,073	12,159	9,243

Managers' Supplement	Based On Av # Student Lunches & Breakfasts Served Previous Yr		
	Average # Lunches	Manager	
	0-499	2,100	SUGF5
	500-599	2,300	SUGF6
	600-699	2,500	SUGF7
	700+	2,700	SUGF8
Supplements for Certification	For All Employees Certified Nationally Through the School Food Service Foundation		
	Managers	490 Per Year	SUGFA
	All Others	367 Per Year	SUGFB
NOTE: In order to continue receiving this supplement, an employee must be recertified every three years			
Substitutes	Prevailing Hourly Minimum Wage		NHR01
Training - Effective: 01/01/2009	Prevailing Hourly Minimum Wage		

TRANSPORTATION PERSONNEL

Years	Head Mechanic 250 Days 8 hrs/day NBM	Mechanic 250 Days 8 hrs/day NBA	Driver 181 Days 4 Hours NBD	Bus Aide 180 Days 4 Hours NCC	Bus Aide 180 Days 2 Hours NCD
0	40,310	34,697	11,265	8,312	4,409
1	40,846	35,230	11,521	8,471	4,486
2	41,374	35,762	11,775	8,626	4,562
3	41,909	36,294	12,032	8,787	4,644
4	42,441	36,822	12,290	8,945	4,723
5	42,973	37,355	12,551	9,099	4,800
6	43,505	37,889	12,805	9,258	4,878
7	44,034	38,419	13,060	9,416	4,959
8	44,747	39,111	13,403	9,648	5,074
9	45,274	39,637	13,660	9,801	5,148
10	45,805	40,170	13,917	9,960	5,229
11	46,339	40,637	14,174	10,118	5,311
12	46,870	41,236	14,429	10,275	5,388
13	47,401	41,767	14,687	10,434	5,464
14	47,934	42,297	14,946	10,589	5,546
15-19	48,467	42,829	15,203	10,745	5,625
20-24	49,251	43,417	15,543	10,825	5,662
25+	51,660	45,532	16,272	11,316	5,909

Substitutes - Daily Rate - Regular Route	50.00	NBS01
Courier/Transfer Students - Daily Rate	45.00	NCS01
Bus Monitor - Daily Rate w/out CDL	35.00	NMB01
Bus Monitor - Daily Rate w/ CDL	50.00	NBW98
Transport Aide - Hourly Rate	9.50	
Extra Curricular Trip - Hourly Rate	10.00	
Examiner - Hourly Rate	16.74	
Training 8 Hours - Hourly Rate	8.50	
Trainer - Hourly Rate	10.00	

Differentiated Pay Schedule for Instructional Personnel

For Additional Responsibilities				Base Pay	\$35,305
High School	Factor	Supplement		Title	
	6.50	2,295	SUA01	Athletic Director	
	2.00	706	SUA21	Assistant Athletic Director - Baseball	
	2.00	706	SUA22	Assistant Athletic Director - Softball	
	2.00	706	SUA23	Assistant Athletic Director - Basketball	
	17.10	6,037	SUA02	Head Coach - Football	
	10.00	3,531	SUA05	Head Coach - Basketball - Boys	
	10.00	3,531	SUA07	Head Coach - Baseball	
	10.00	3,531	SUA09	Head Coach - Basketball - Girls	
	10.00	3,531	SUA11	Head Coach - Softball	
	10.00	3,531	SUA13	Head Coach - Volleyball	
	10.00	3,531	SUA03	Assistant Football Coach (Maximum 5)	
	8.00	2,824	SUA06	Assistant Basketball - Boys	
	8.00	2,824	SUA08	Assistant - Baseball	
	8.00	2,824	SUA10	Assistant - Basketball - Girls	
	8.00	2,824	SUA12	Assistant - Softball	
	8.00	2,824	SUA14	Assistant- Volleyball	
	6.50	2,295	SUA16	Head Coach - Track - Boys	
	6.50	2,295	SUA19	Head Coach - Track - Girls	
	6.50	2,295	SUA15	Head Coach - Weightlifting - Boys	
	6.50	2,295	SUA18	Head Coach - Weightlifting - Girls	
	6.50	2,295	SUA17	Head Coach - Golf	
	6.50	2,295	SUA20	Head Coach - Tennis	
	6.50	2,295	SUA24	Head Coach - Soccer - Boys	
	6.50	2,295	SUA25	Head Coach - Soccer - Girls	
	2.18	770	SUB01	Advanced Placement	
	2.18	770	SUB02	Dual Enrollment	
	2.77	978	SUB03	Journalism Sponsor	
	10.00	3,531	SUB04	Band Director	
	2.58	911	SUB05	Assistant - Band Director	
	6.04	2,132	SUB06	Future Business Leader Association Sponsor	
	7.00	2,471	SUB07	Drama Director	
	6.50	2,295	SUB08	Cheerleader Sponsor - Varsity	
	5.50	1,942	SUB09	Cheerleader Sponsor - B Team	
	7.90	2,789	SUB10	Agriculture Instructor	
	1.50	530	SUGES	ESE - Tier 1	
	2.25	794	SUGES	ESE - Tier 2	
	3.00	1,059	SUGES	ESE - Tier 3	

Differentiated Pay Schedule for Instructional Personnel

Middle School	SUA35	MS Head Coach - Football	2,295	6.50
	SUA37	MS Head Coach - Basketball - Boys	2,295	6.50
	SUA39	MS Head Coach - Basketball - Girls	2,295	6.50
	SUA41	MS Head Coach - Baseball	2,295	6.50
	SUA43	MS Head Coach - Softball	2,295	6.50
	SUA45	MS Head Coach - Volleyball	2,295	6.50
	SUA36	MS Assistant Football Coach	1,412	4.00
	SUA38	MS Assistant Basketball - Boys	770	2.18
	SUA40	MS Assistant Basketball - Girls	770	2.18
	SUA42	MS Assistant - Baseball	770	2.18
	SUA44	MS Assistant - Softball	770	2.18
	SUA46	MS Assistant- Volleyball	770	2.18
	SUB20	MS Band Director	2,648	7.50
	SUB21	MS Cheerleader Sponsor	1,765	5.00
	SUB22	MS Journalism Sponsor	614	1.74

WISE	SUG81	Teacher Assigned - W.I.S.E.	500	XXX
	SUG82	LEA Supplement - W.I.S.E.	500	XXX

FPTC	XXX	2,001	SUG17	Adult Ed Coordinator
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One-Time Bonus	XXX	500		ESOL **
	XXX	500		Reading Endorsement **
	XXX	500		Mentoring Bonus
	XXX	1,000		School Demographic Teacher Transfer **

NOTE: In order to draw a supplement, work must actually be performed as verified by the principal.

Major Sport	Minor Sport
Baseball	Golf
Basketball	Soccer
Softball	Tennis
Volleyball	Track
	Weight Lifting

Differentiated Pay Schedule for Non-Instructional Personnel

For Additional Responsibilities

2,775	SUG25	Elementary & Middle School Assistant Principals
2,500	SUG25	WAVE - Teacher on Special Assignment
1,164	SUG36	Assistant Principal - Designee
3,540	SUG26	Assistant Director - FPTC (250 days)
3,100	SUG12	Administrative Secretary
3,500	STRAN	Transportation Specialist Supplement
2,100	SUGF5	SFS Manager - Average # Lunches & Breakfast 0-499
2,300	SUGF6	SFS Manager - Average # Lunches & Breakfast 500-599
2,500	SUGF7	SFS Manager - Average # Lunches & Breakfast 600-699
2,700	SUGF8	SFS Manager - Average # Lunches & Breakfast 700+
490	SUGFA	SFS National Certification - Manager
367	SUGFB	SFS National Certification - All Others
20 / REVIEW	NHRPR	Home Education Portfolio Reviews
20 / DAY	NHRBM	Mechanic - Extra Duty
10 / HR	NHRMH	Mechanic - Hourly
19 / DAY	NSP03	Transportation - Handicap
1,200	SUGBM	Certified Bus Inspector

For Level of Technical Skills

4,210	SUG41	Senior Data Programmer/Analyst (1); Senior Computer Network Technician (1) (Inactive)
4,297	SUG28	Administrator / Contracted Programs (Inactive)
3,669	SUG61	District Negotiator (1)

For Other Personnel

6,115	SUG44	Speech Pathologist (4)
6,115	SUG44	Occupational Therapy/Physical Therapy/Behavioral Therapy
5,000	SUG15	School Psychologist (2)
5,000	SUG16	CPA Certification -Asst.Dir of Finance & Coord.of Finance-PAEC
500	SUG15	School Psychologist (2)
1,200	SLEAD	Lead Paraprofessional - VPK

Differentiated Pay Schedule for Okeechobee Youth Development Center

Okeechobee Youth Development Center

2,854	SUG70	Teacher on Special Assignment (250 days)
2,300	SUG22	Supervisor - OYDC
3,046	SUG24	Principal Designee / Assistant Principal
2,000	SUG55	Principal Supplement (NFYDC) (Inactive)
2,163	SUG33	Lead Administrator (NFYDC) / Lead Educator (Inactive)
2,500	SUG30	Mentor Level Instructor
1,700	SUG85	Additional Duties - Secretary (3)
1,746	SUGDP	Senior Data Programmer/Analyst (1); Senior Computer Network Technician (1) (Inactive)
1,750	SUG09	Data Systems Analyst
500	SUGPB	Para/Disciplinary 50/50

Differentiated Pay for Economically Disadvantaged Schools

Differentiated pay for economically disadvantaged schools will be at the rate of \$750 for each instructional employee and administrator who is employed at a school where ninety (90%) of the students qualify for free or reduced lunches.

Critical Shortage Area

A one thousand dollar (\$1000) supplement shall be paid to each instructional employee and administrator working in a critical shortage area as designated by the Washington County School Board upon recommendation of the Superintendent. Critical shortage areas will be deemed after (3) advertisements with no applicants or a limited number of applicants meeting minimum qualifications.

Placement Scale for New Hires

**INSTRUCTIONAL PERSONNEL
Okeechobee Youth Development Center
Based on 250 / 7 Hour Days**

Years	Bachelor	Masters Supplement	Specialist Supplement	Doctorate Supplement
0	42,030	1,232	2,464	3,696
1	42,215	2,156	3,388	4,620
2	42,401	3,080	4,312	5,544
3	42,587	3,696	4,929	6,161
4	42,773	3,696	4,929	6,161
5	42,957	3,696	4,929	6,161
6	44,189	3,696	4,929	6,161
7	45,421	3,696	4,929	6,161
8	46,654	3,696	4,929	6,161
9	47,886	3,696	4,929	6,161
10	49,118	3,696	4,929	6,161
11	50,350	3,696	4,929	6,161
12	51,582	3,696	4,929	6,161
13	52,814	3,696	4,929	6,161
14	54,046	3,696	4,929	6,161
15	55,279	3,696	4,929	6,161
16	56,511	3,696	4,929	6,161
17	57,743	3,696	4,929	6,161
18	58,975	3,696	4,929	6,161
19	59,592	3,696	4,929	6,161
20	60,208	3,696	4,929	6,161
21	60,825	3,696	4,929	6,161
22	61,442	3,696	4,929	6,161
23	62,035	3,696	4,929	6,161
24	62,627	3,696	4,929	6,161
25+	63,220	3,696	4,929	6,161

Permanent Substitute - As Approved by the Board

Dean of Student Services	57,276	IBE98	Based on 250 / 7 hour days
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Substitutes		
Rank I-IDS	80.00	NSE01
Rank IA-ISS	80.00	NSEA1
Rank II-IMS	80.00	NSE02
Rank III-IBS	80.00	NSE03
No Rank	65.00	NSE00

Assistant Principal	Placement on Instructional Salary Schedule by number of years experience plus applicable supplements.
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PARAPROFESSIONALS
Okeechobee Youth Development Center
Based on 250 / 7 Hour Days

Years	Grade 12 N0S	College 1 N1S	College 2 N2S	College 3 N3S	College 4 N4S
0	18,741	19,782	20,838	21,883	22,931
1	19,240	20,274	21,321	22,369	23,416
2	19,743	20,761	21,811	22,853	23,902
3	20,244	21,249	22,297	23,343	24,388
4	20,743	21,743	22,788	23,829	24,872
5	21,244	22,227	23,272	24,312	25,358
6	21,748	22,718	23,758	24,802	25,844
7	22,250	23,206	24,248	25,294	26,330
8	22,976	23,921	24,956	25,996	27,034
9	23,479	24,409	25,442	26,482	27,519
10	23,973	24,901	25,929	26,969	28,002
11	24,478	25,389	26,413	27,456	28,488
12	24,978	25,879	26,901	27,947	28,975
13	25,476	26,369	27,388	28,431	29,459
14	25,981	26,852	27,875	28,918	29,946
15-19	26,482	27,348	28,361	29,408	30,431
20-24	26,666	27,707	28,906	30,130	31,337
25+	27,948	29,044	30,301	31,591	32,857

OPS Hourly Rate:	Prevailing Minimum Wage - Maximum 7 Hours Per Day
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SUPPORT PERSONNEL
Okeechobee Youth Development Center
Based on 250 / 7 hour days

Years	Level 1 N1E	Level 2 N2E	Level 3 N3E	Level 4 N4E	Level 5 N5E	Level 6 N6E	Level 7 N7E	Level 8 N8E	6½ Hours N5L
0	32,868	31,434	29,521	26,912	23,678	22,624	20,523	19,481	22,089
1	33,348	31,882	30,016	27,407	24,173	23,121	21,019	19,992	22,547
2	33,826	32,331	30,510	27,900	24,669	23,616	21,512	20,499	23,006
3	34,315	32,780	31,004	28,395	25,161	24,110	22,009	21,011	23,467
4	34,798	33,229	31,499	28,889	25,656	24,606	22,504	21,522	23,926
5	35,285	33,674	31,993	29,383	26,151	25,097	22,997	22,029	24,385
6	35,767	34,123	32,490	29,879	26,647	25,593	23,493	22,542	24,844
7	36,246	34,569	32,982	30,374	27,139	26,087	23,987	23,052	25,303
8	36,955	35,188	33,478	30,868	27,635	26,804	24,706	23,785	25,764
9	37,441	35,632	33,971	31,362	28,130	27,300	25,198	24,283	26,222
10	37,924	36,081	34,467	31,856	28,624	27,793	25,692	24,803	26,682
11	38,408	36,529	34,958	32,352	29,118	28,284	26,187	25,317	27,141
12	38,891	36,977	35,455	32,846	29,613	28,781	26,681	25,824	27,600
13	39,372	37,425	35,952	33,339	30,107	29,278	27,176	26,333	28,060
14	39,859	37,872	36,445	33,836	30,606	29,772	27,669	26,842	28,521
15-19	40,343	38,321	36,940	34,331	31,096	30,266	28,168	27,353	28,979
20-24	42,301	39,274	37,432	34,825	31,592	30,903	28,486	27,510	29,438
25+	42,847	41,195	37,930	35,321	33,355	32,402	29,859	28,837	31,073

Level 1	System Support Specialist
Level 2	Data Analyst / Computer Programmer
Level 3	Disciplinary Specialist I / Data Entry / Computer Operator / ESE Support Staff
Level 4	Disciplinary Specialist / Library - Accelerated Reading Coordinator / Library Technology Coordinator/ Data Entry/Computer Network Technician
Level 5	Administrative Secretary / Bookkeeper / Computer Lab Assistant / Data Entry / Student Records Secretary
Level 6	ESE Staffing Specialist / Student Records Secretary / Vocational - Academic Lab Coordinator
Level 7	Student Movement Secretary
Level 8	Records Clerk / Testing Assistant / Clerical Assessment Aide